Board of Industrial Relations

BULLETIN

ON THE BOARD'S ACTIVITIES
OCTOBER 1st TO DECEMBER 31st, 1968

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BOARD OF INDUSTRIAL RELATIONS

B U L L E T I N

ON THE BOARD'S ACTIVITIES

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

I S S U E D B Y

THE PROVINCE OF ALBERTA

DEPARTMENT OF LABOUR

E D M O N T O N

Second-class mail
Registration No. 1790

DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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D. I. GARDNER - Vice-Chairman

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Secretary

W. MADAY

Chief Inspector

J. B. ADAMS

Chief Labour Relations Officer

Published every three months by
The Board of Industrial Relations
Edmonton, Alberta.

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STATISTICAL INFORMATION

BULLETIN

This information is a summary of the activities of the Board of Industrial Relations in the Administration of The Alberta Labour Act during the period of October 1st, 1968 to December 31st, 1968.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, General Holiday Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers effecting just and friendly settlements of all disputes.

PARTS I TO V INCLUSIVE - 1968

Number of Board Meetings (including Public Hearings)	9
Number of Inspections	13,173
Number of Business Places Inspected	3,117
Number of Employees Affected	29,448

SETTLEMENTS MADE

Overtime Arrears	$ 18,521.51
Vacation Pay Orders	19,653.75
Non-Payment of Wages Due	31,620.24
Under-Payment of Wages Due	3,988.06
General Holidays	7,381.93
TOTAL	$ 81,165.49
Number of Employees Affected by above Settlements:	2,114
Number of Complaints Received	2,932

Number of Employees for whom Weekly Increases Obtained to at least the Minimum Wage:	Male	19
	Female	36
	Total	55
Amount of Weekly Increase Obtained for above Employees:		
	Male	$ 133.90
	Female	251.29
	Total	$ 385.19

INDUSTRIAL STANDARDS

Number of Schedules	6
Number of Inspections	6
Number of Interviews	17
Number of Complaints	1
Number of Special Inspections or Investigations	4

CERTIFICATIONS	Jan 1/68 to Mar 31/68	Apr 1/68 to June 30/68	July 1/68 to Sept 30/68	Oct 1/68 to Dec 31,68	Total for year 1968
Application for Certification Granted	42	47*	25	36	150
Application for Certification Refused	12	19	5	7	43
Application for Certification Returned	3	4	5	1	13
Application for Certification Withdrawn	1	6	0	1	8
REVOCATION OF CERTIFICATION					
Certification Revoked	0	4	0	6	10
Application Refused	1	0	1	0	2
Application Returned	1	0	0	0	1
CONCILIATIONS					
Settled in Conciliation	23	39	19	17	98
Referred to a Conciliation Board	11	17	52	14	94
Recommendations Under Section 86	0	0	0	4	4
Pending	46	90	44	56	56
Cancelled	2	3	6	3	14
Referred to Arbitration	0	1	0	0	1
CONCILIATION BOARDS					
Unanimous Board Awards	4	7*	14*	10	35
Majority Board Awards	5*	3	15*	3	26
Dissent by Employer's Member	2*	1	3*	1	7
Dissent by Employee's Member	3	2	12*	2	19
Acceptance of Board Awards by Both Parties	0*	1	2*	3	6
Acceptance of Board Awards by Employers Only	2*	3*	77	26	108
Acceptance of Board Awards by Employees Only	3*	1	3	0	7
Rejection of Board Awards by Both Parties	1*	3	4	2	10
Rejection of Unanimous Awards by Both Parties	0	1	1*	1	3
VOTES					
RE: Conciliation Board Awards	7	8	91	31	137
RE: Appointment of a Bargaining Agent	3	4	6	5	18
RE: Revocation of Certification	1	2	0	2	5
RE: Strike Action	2	8	77	80	167
In Favour	2	8	70	78	158
Against	0	0	7	2	9
RE: Section 104 of The Alberta Labour Act	3	5	0	0	8
STRIKES					
After Provisions of The Alberta Labour Act	0	1	0	57	58

* Amended Figure.

	Total for year 1968	Comparative Figures for Previous Years: Total for year 1967	Total for year 1966
CERTIFICATIONS			
Application for Certification Granted	150	184	131
Application for Certification Refused	43	64	40
Application for Certification Returned	13	14	4
Application for Certification Withdrawn	8	3	5
REVOCATION OF CERTIFICATIONS			
Certification Revoked	10	10	7
Application Refused	2	15	4
Application Returned	1	0	0
CONCILIATIONS			
Settled in Conciliation	98	104	76
Referred to a Conciliation Board	94	57	74
Recommendations Under Section 86	4	0	0
Pending	56	20	16
Cancelled	14	1	6
Referred to Arbitration	1	0	0
CONCILIATION BOARDS			
Unanimous Board Awards	35	23	19
Majority Board Awards	26	7	15
Dissent by Employer's Member	7	3	9
Dissent by Employee's Member	19	4	5
Acceptance of Board Awards by Both Parties	6	4	8
Acceptance of Board Awards by Employers Only	108	6	8
Acceptance of Board Awards by Employees Only	7	7	4
Rejection of Board Awards by Both Parties	10	31	8
Rejection of Unanimous Awards by Both Parties	3	0	5
VOTES			
RE: Conciliation Board Awards	137	50	39
RE: Appointment of a Bargaining Agent	18	31	13
RE: Revocation of Certification	5	9	5
RE: Strike Action	168	31	30
In Favour	159	28	16
Against	9	3	0
RE: Section 104 of The Alberta Labour Act	8	1	4
STRIKES			
After Provisions of The Alberta Labour Act	58	17	7

PROSECUTIONS

Charges carried over from Previous Period	71
Number of Charges Entered	55
Convictions	12
Withdrawals	18
Dismissals	1
Warrants Executed	0
Committals	0
Amount of Fines Assessed	$190.00
Amount of Costs Assessed	$ 62.90
Failure to Comply with Magistrates Orders	11

AMOUNTS IMPLICATED

Minimum Wage	$ 868.94
Wage Arrears	$7,742.12
Vacation Pay	$ 571.92
General Holiday Pay	$ 33.90

BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING DECEMBER 31st, 1968

	House-keeping	Toilets & Washrooms	Dining Facilities	Heat	Children
Instructions Outstanding as of September 30th, 1968	18	33	3	1	1
Instruction Issued as of October 1st, 1968	11	1	1	-	-
TOTAL	29	34	4	1	1
Completed Instructions as of December 31st, 1968	13	8	1	-	-
Instructions outstanding as of December 31st, 1968	16	26	3	1	1

Number of Females Involved in Instructions Issued	116
Number of Males Involved in Instructions Issued	254
TOTAL	370

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

OCTOBER 1, 1968 TO DECEMBER 31, 1968

Sections of The Alberta Labour Act under which Charges laid for Infractions		FINES	COSTS	I/D DAYS	ARREARS	Informations brought forward and Disposition			New Cases this Period and Disposition			CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Balance	No.	Completed	Balance						
Sec. 10	Failure to Produce Records	$ 0	0	0	0	1	1	0	0	0	0	0	1	0	0	0	0
Sec. 11	Failure to Maintain or Produce Records	$ 10.00	0	10	--	2	1	1	1	0	1	1	0	0	0	0	2
Sec. 29	Minimum Wages	25.00	0	30	$ 868.94	6	5	1	6	0	6	1	0	4	0	0	7
Sec. 41	Failure to Pay Wages	$ 35.00	$30.60	34	$7742.12	10	4	6	22	4	18	6	0	2	0	0	24
Sec. 43	Vacations with Pay	$120.00	$32.30	30	$ 571.92	30	3	27	23	5	18	4	0	4	0	0	45
Sec. 41(6)	Failure to Pay Order					6	2	4	0	0	0	0	0	2	0	0	4
Sec. 43(8)	Failure to Pay Fine, Costs and Order					5	4	1	0	0	0	0	0	4	0	0	1
Sec. 126	General Holiday Pay				$ 33.90	11	2	9	3	0	3	0	0	2	0	0	12
	TOTALS	$190.00	$62.90	104	$9216.88	71	20	49	55	9	46	12	1	18	0	0	95

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

ISSUED

OCTOBER 1st, 1968 TO DECEMBER 30th, 1968

1. Retail Clerks Union, Local No. 401, Edmonton, and Canada Safeway Limited, Egg Department, Edmonton.

UNIT: "All employees of Canada Safeway Limited Egg Plant in the Greater Edmonton Area, including Plant help, warehousemen and janitors, but excluding office staff, those in a supervisory capacity with the right to hire and fire and people in a confidential capacity regarding labour relations."

Number of employees in Unit: 9
Certificate Number: 115-68
Issued October 3, 1968.

* * * * * *

2. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1325, Edmonton, and Sutton and McManus Construction Ltd., Edmonton.

UNIT: "Carpenters, Carpenter-foremen and carpenter-apprentices."

Number of employees in Unit: 13
Certificate Number: 116-68
Issued October 7, 1968.

* * * * * *

3. United Brotherhood of Carpenters and Joiners of America, Local Union 1569, Medicine Hat, and Brunel Commercial Interiors Ltd., Calgary.

UNIT: "Carpenter Foremen, journeymen carpenters and carpenter apprentices."

Number of employees in Unit: 7
Certificate Number: 117-68
Issued October 10, 1968.

* * * * * *

4. United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry, Local Union 496, Calgary, and Fischer's Plumbing & Heating Ltd., Medicine Hat.

UNIT: "All plumbers, steamfitters, pipefitters, welders, gasfitters and apprentices to the foregoing classifications."

Number of employees in Unit: 8
Certificate Number: 118-68
Issued October 18, 1968.

5. The International Association of Cement Masons, Local 139, Calgary, and The Canada Gunite Company Limited, Calgary.

UNIT: " All cement masons, journeyman and apprentices doing (1) The finishing on all concrete on construction such as floors, walls, ceilings, sidewalks, curbs and gutters, whether finished by trowel or any other process. (2) Sacking, chipping, rubbing and curing compounds where necessary in concrete finishing work when done by hand. (3) Dry packing, grouting and finishing in connection with setting machinery such as engines, air compressors, tanks and so forth that are to be set on concrete foundations. Excluding labourers, carpenters and bricklayers."

Number of employees in Unit: 3
Certificate Number: 119-68
Issued October 21, 1968.

* * * * * *

6. Beverage Dispensers' International Union, Local No. 265, Calgary, and Carriage House Motor Inn Ltd., Calgary.

UNIT: "All beverage room (beer parlour) employees of the Carriage House Motor Inn Ltd., Calgary, with the exception of those in the capacity of supervisor or bar manager."

Number of employees in Unit: 15
Certificate Number: 120-68
Issued October 21, 1968.

* * * * * *

7. Sheet Metal Workers' International Association, Local Union 271, Edmonton, and American Can Company of Canada Limited, Red Deer.

AMENDED UNIT "All employees of the company at Red Deer, save and except office staff, sales staff, foremen, supervisory staff and those excluded by The Alberta Labour Act."

Number of employees in Unit: 6
Certificate Number: 121-68
Issued October 29, 1968.

* * * * * *

8. Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, Edmonton, and Hi-Way 13 Transport Ltd., Camrose.

UNIT: "All employees, excluding office staff and those in a supervisory capacity with the right to hire and fire."

Number of employees in Unit: 20
Certificate Number: 122-68
Issued November 1, 1968.

* * * * * *

9. International Union of Operating Engineers, Local 955, Calgary, and Precast Erection Ltd., Calgary.

UNIT: "Those persons employed as operators of powered hoisting and lifting equipment used in the erection of precast concrete."

Number of employees in Unit: 2
Certificate Number: 123-68
Issued November 1, 1968.

* * * * * *

10. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Precast Erection Ltd., Calgary.

AMENDED UNIT: "All employees of the company who are directly engaged in any, and all phases of fabrication, manufacturing and erection of all pre-cast, pre-stressed, post-stressed concrete products and all related work in connection therewith including all phases of fabrication, and erection of structural, miscellaneous, ornamental iron, and reinforcing steel work, rigging, machinery moving and installation and all welding in connection therewith, excluding operators of powered hoisting and lifting equipment, truck drivers, office staff and those employees with the right to hire and fire."

Number of employees in Unit: 10
Certificate Number: 124-68
Issued November 1, 1968

* * * * * *

11. Building, Construction and General Laborers Local Union No. 92, Edmonton, and Aqua Protectors Ltd., Edmonton.

UNIT: "All employees of the company except office staff and supervisory staff, general foremen and those above that rank."

Number of employees in Unit: 4
Certificate Number: 125-68
Issued November 5, 1968.

* * * * * *

12. Retail Clerks Union, Local No. 401, Edmonton, and Arctic Ice Co. Ltd., Edmonton.

UNIT: "All employees, employed at the Arctic Ice Co. Ltd. in the Greater Edmonton Area, excluding office staff, those in a supervisory capacity with the right to hire and fire, and people in a confidential capacity regarding labour relations."

Number of employees in Unit: 6
Certificate Number: 126-68
Issued November 12, 1968.

13. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, and Smith Bros. & Wilson Limited, Edmonton.

UNIT: "Carpenters, carpenter foreman, carpenter apprentices."

Number of employees in Unit: 20
Certificate Number: 127-68
Issued November 13, 1968.

* * * * * *

14. Canadian Union of Public Employees, Local 1173, Employees of St. Mary's Hospital, Camrose, and St. Mary's Hospital, Camrose.

AMENDED UNIT: "All employees excluding those engaged in a managerial or administrative position, in a confidential capacity in matters of labour relations, and in a professional or a para-medical position such as nurse, certified nursing aide, physio-therapist, occupational therapist, medical record librarian, a student undergoing training in such fields and religious sisters."

Number of Employees in Unit: 82
Certificate Number: 128-68
Issued November 15, 1968.

* * * * * *

15. Office & Professional Employees International Union, Local No. 379, Calgary, and Edmonton Pipe Industry Health and Welfare Fund, Edmonton.

UNIT: "All employees, namely all office and clerical staff excluding the administrator and/or any officers."

Number of employees in Unit: 2
Certificate Number: 129-68
Issued November 19, 1968.

* * * * * *

16. Building, Construction and General Laborers Local Union No. 92, Edmonton, and Kenwood Engineering Construction Ltd., Lethbridge.

UNIT: "All labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibratormen, dumpmen. tampermen, pump tenders, tubular scaffolders, heater tenders, airtrack drillers, shooters, chippermen, pipelayers, pushers, including employees operating all hand, pneumatic, electric, combustion motor and air driven tools or equipment necessary for ~~the performance~~ for the performance of all work of the above employees. Labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Number of employees in Unit: 14
Certificate Number: 130-68
Issued November 19, 1968.

* * * * * *

17. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Calgary, and Consolidated Concrete Ltd., Grande Prairie.

UNIT: "All employees of Consolidated Concrete Ltd., Grande Prairie, Alberta, working in the pipe plant, excluding foremen with the authority to hire and fire, mechanics, office staff and all other supervisory personnel above the rank of foreman."

Number of employees in Unit: 5
Certificate Number: 131-68
Issued November 21, 1968.

* * * * * *

18. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Celtic Construction Ltd., Calgary.

AMENDED UNIT: "Reinforcing ironworker (Rodman). All employees who are directly connected and engaged to carry out all field fabrication, sorting, cutting, bending, hoisting, placing, burning, welding, and tying of all materials including wire mesh and cable used in post-tensioning, post-stressing and pre-stressing of and for concrete construction."

Number of employees in Unit: 2
Certificate Number: 132-68
Issued November 22, 1968.

* * * * * *

19. Retail, Wholesale and Department Store Union, Local 980, Calgary, and Weston Bakeries Limited, Calgary.

UNIT: "All employees employed by Weston Bakeries Ltd., Calgary plant, engaged in selling and delivering bakery products from or by any vehicle whether direct to the consumer or otherwise, servicemen, excluding those in a supervisory capacity."

Number of employees in Unit: 20
Certificate Number: 133-68
Issued November 22, 1968.

* * * * * *

20. United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry, Local 496, Calgary, and Tony's Plumbing & Heating Ltd., Medicine Hat.

AMENDED UNIT: "All employees excluding office staff and those excluded under Part V of The Alberta Labour Act."

Number of employees in Unit: 4
Certificate Number: 134-68
Issued November 25, 1968.

* * * * * *

21. Travelaire Employees Association, Red Deer, and Travelaire Trailer Manufacturing Limited, Red Deer.

UNIT: "All the employees of Travelaire Trailer Manufacturing Limited employed at their plant in Red Deer, Alberta, excluding office staff, supervisory personnel with the right to hire or fire."

Number of employees in Unit: 54
Certificate Number: 135-68
Issued November 22, 1968.

* * * * * *

22. Building, Construction and General Laborers Local Union No. 92, Edmonton, and Services Unlimited, Medicine Hat.

AMENDED UNIT: "All employees, when employed as security guards, traffic control, parking lot attendant, doormen, gatemen, watchmen, checkers, flagmen, excluding supervisory personnel."

Number of employees in Unit: 6
Certificate Number: 136-68
Issued November 25, 1968.

* * * * * *

23. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Sam Hashman & Co. Ltd., Calgary.

UNIT: "All those employees of the company, who are engaged in all phases of fabrication, manufacturing and erection of all pre-cast, pre-stressed, post-stressed, post-tensioning and reinforced concrete products, and work. Including the fabrication and erection of structural, miscellaneous, ornamental iron, rigging, machinery moving and installation, including all welding in connection therewith, and the erection and dismantling of tower cranes, and skip hoists. But excluding: crane operators, other craft union members, carpenters, labourers, office staff, and those employees above the rank of foreman."

Number of employees in Unit: 4
Certificate Number: 137-68
Issued November 22, 1968.

* * * * * *

24. The Calgary Printing Pressmen and Assistants Union No. 201, Calgary, and The Albertan, A Division of F. P. Publications Ltd., Calgary.

AMENDED UNIT: "All journeyman pressmen and their apprentices employed in the pressroom of the company."

Number of employees in Unit: 9
Certificate Number: 138-68
Issued November 21, 1968.

25. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local Union 496, Calgary, and Western Plumbing & Heating Company, Medicine Hat.

AMENDED UNIT: "All employees excluding office staff and those excluded under Part V of The Alberta Labour Act."

Number of Employees in Unit: 2
Certificate Number: 139-68
Issued November 26, 1968.

* * * * * *

26. Retail Clerks Union, Local 401, Edmonton, and Canada Safeway Limited, Red Deer.

UNIT: "All employees employed in the Canada Safeway Limited, Bakery Department in the Greater Red Deer area, except office staff, those in a supervisory capacity with the right to hire and fire and people in a confidential capacity regarding labour relations."

Number of Employees in Unit: 7
Certificate Number: 140-68
Issued November 28, 1968.

* * * * * *

27. The Pulp and Paper Workers of Canada, Local 14, Calgary, and MacMillan Bloedel Packaging Limited, Calgary.

AMENDED UNIT: "All persons on the payroll of the company, except those in administration - in actual supervision - in sales - engineering - technical and research - sample maker - accounting - security guards - clerical - stenographic and other office work."

Number of Employees in Unit: 69
Certificate Number: 141-68
Issued November 28, 1968.

* * * * * *

28. The Calgary Printing Pressmen and Assistants Union No. 201, Calgary, and The Calgary Herald (A Division of Southam Press Ltd.), Calgary.

UNIT: "Pressmen, apprentices, assistants, operating printing presses."

Number of Employees in Unit: 16
Certificate Number: 142-68
Issued November 28, 1968.

* * * * * *

29. United Brotherhood of Carpenters and Joiners of America, Local Union 1569, Medicine Hat, and Rittinger Construction Ltd., Medicine Hat.

UNIT: "Carpenter foremen, carpenter journeymen and carpenter

apprentices."

Number of employees in Unit: 5
Certificate Number: 143-68
Issued November 28, 1968.

* * * * * *

30. Retail Clerks Union, Local 401, Edmonton, and Horne & Pitfield Foods Limited, Edmonton.

AMENDED UNIT: "All employees in the warehouses and cash and carry departments owned and/or operated by the employer located in the city of Edmonton excluding those in a supervisory capacity with the right to hire and fire, those in a confidential capacity with knowledge of labour relations, office staff and City of Edmonton Fire Department employees who are working part time at Horne & Pitfield."

Number of employees in Unit: 45
Certificate Number: 144-68
Issued December 19, 1968.

* * * * * *

31. Building, Construction and General Laborers Local Union No. 92, Edmonton, and W. C. Wells Construction Company Limited, Building Division, Edmonton.

UNIT: "All laborers when employed as general labourers, mortar mixers, motor buggy operators, toolcribmen, farm tractor operators, jack-hammermen, vibratormen, dumpmen, tampermen, pump tenders, airtrack drillers, shooters, chippermen, pipelayers, pushers, including employees operating all hand, pneumatic, electric, combustion motor and air driven tools or equipment necessary for the performance of all work of the above employees. Labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts excluding roadwork."

Number of employees in Unit: 2
Certificate Number: 145-68
Issued December 20, 1968.

* * * * * *

32. Porta-Built Employees Association, Edmonton, and Porta-Built Industries Ltd., Spruce Grove.

UNIT: "All the employees of Porta-Built Industries Ltd. employed at their Spruce Grove, Alberta, plant excluding office staff and supervisory personnel with the right to hire and fire."

Number of employees in Unit: 44
Certificate Number: 146-68
Issued December 20, 1968.

33. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Lodge 146, Edmonton, and Alem Construction Limited, Edmonton.

AMENDED UNIT: "All hourly rated employees employed at 7210 - 51 Avenue, Edmonton, Alberta, except office staff, foremen with the right to hire and fire and those above such rank."

Number of employees in Unit: 18
Certificate Number: 147-68
Issued December 27, 1968.

* * * * * *

34. International Association of Machinists and Aerospace Workers, Local 1722, Edmonton, and Western Mack Truck & Equipment Ltd., Edmonton.

UNIT: "Mechanics, body and fender men, welders, apprentices and parts men."

Number of employees in Unit: 26
Certificate Number: 148-68
Issued December 30, 1968.

* * * * * *

35. The Pulp & Paper Workers of Canada, Local 14, Calgary, and MacMillan Bloedel Packaging Limited, Edmonton.

AMENDED UNIT: "All persons on the payroll of the Company except those in Administration, in actual supervision, in Sales Engineering, Technical and Research, Sample Makers, Accounting, Clerical, Stenographic, other Office Workers and Security Guards."

Number of employees in Unit: 61
Certificate Number: 149-68
Issued December 30, 1968.

* * * * * *

36. The Pulp and Paper Workers of Canada, Local 14, Calgary, and Modern Packaging Co. Ltd., Calgary.

AMENDED UNIT: "All employees directly engaged in the manufacture of the Company's products at it's plant at 5319 - 3rd Street S.E., Calgary, Alberta, excluding sales, office staff, technical and research, quality control, supervisory with the authority to hire and/or discharge and employees engaged in a confidential capacity in matters relating to labour relations."

Number of employees in Unit: 21
Certificate Number: 150-68
Issued December 31, 1968.

* * * * * *

THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

REFUSED

OCTOBER 1st, 1968 TO DECEMBER 30th, 1968

1. Canadian Utilities and Northland Utilities Employees Association, Edmonton, and Northland Utilities Limited, Edmonton.

UNIT:	"All of the employees of Northland Utilities Limited excepting Managers, department heads and all other persons acting on behalf of the company in a professional or confidential capacity or exercising managerial functions or having authority to employ or recommend suspension of employees of the company."
Refused October 31st, 1968.	Applicant not a trade union.

* * * * * *

2. Canadian Utilities and Northland Utilities Employees Association, Edmonton, and Canadian Utilities Limited, Edmonton.

UNIT:	"All of the employees of Canadian Utilities Limited excepting managers, department heads and all other persons acting on behalf of the company in a professional or confidential capacity or exercising managerial functions or having authority to employ or recommend suspension of employees of the company."
Refused October 31st, 1968.	Applicant not a trade union.

* * * * * *

3. Retail Clerks International Association, Local 401, Edmonton, and Western Bus Lines Ltd., Edmonton.

UNIT:	"All employees employed at Western Bus Lines Ltd., in the Greater Edmonton Area, excluding office staff, those in a supervisory capacity with the right to hire and fire and those in a confidential capacity regarding labour relations."
Refused October 31st, 1968.	Not a majority selection.

* * * * * *

4. Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton, and Great Canadian Oil Sands Limited, Tar Island.

AMENDED UNIT:	"All non-supervisory employees excluding office staff, messenger-drivers, fire fighters, first aide staff, survey crew and those employed in a confidential capacity

in matters relating to labour relations."

Refused November 12th, 1968. Majority did not vote in favour.

* * * * * *

5. Ferguson Supply Alberta Limited Employees Council, Edmonton, and Ferguson Supply Alberta Limited, Edmonton.

UNIT: "Clerks, Stenographers."

Refused November 13th, 1968. Collective agreement a bar.

* * * * * *

6. Ferguson Supply Alberta Limited Employees Council, Edmonton, and Ferguson Supply Alberta Limited, Edmonton.

UNIT: "Mechanics, Welders and Labourers."

Refused November 13th, 1968. Collective agreement a bar.

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7. Canadian Union of Public Employees, Local 936, Calgary, and Holy Cross Hospital (Grey Nuns of Calgary), Calgary.

UNIT: "Orderlies."

Refused December 20th, 1968. Unit not appropriate for collective bargaining.

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THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

RETURNED

OCTOBER 1st, 1968 TO DECEMBER 30th, 1968

1. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Steel Bilt Contractors Ltd., Port Coquitlam, B.C. and Steel Bilt Industries Ltd., Calgary.

UNIT: "All employees who are directly connected and engaged in any, and all phases of fabrication, manufacturing, and erection of all pre-cast, pre-stressed, post-stressed, post-tensioned products, including all phases of reinforcing steel work, fabrication, and erection of structural, miscellaneous, ornamental iron, rigging and machinery moving, and all welders connected with the above, including all sheeting, paneling and application of materials onto steel buildings."

Returned December 9, 1968. Named two employers.

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THE ALBERTA LABOUR ACT

APPLICATION FOR CERTIFICATION

WITHDRAWN

OCTOBER 1st, 1968 TO DECEMBER 30th, 1968

1. Building, Construction and General Laborers Local Union No. 92, Edmonton, and McRae & Associates Construction Ltd., Edmonton.

UNIT: "All Labourers when employed as general labourers, mortar mixers, motor buggy operators, toolcrib men, farm tractor operators, jackhammermen, vibratormen, dumpmen, tampermen, pump tenders, tubular scaffolders, heater tenders, airtrack drillers, shooters, chippermen, pipelayers, pushers, including employees operating all hand,pneumatic, electric, combustion motor and air driven tools or equipment necessary for the performance of all work of the above employees. Labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts."

Withdrawn November 8, 1968. Withdrawn on request of applicant.

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THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

ISSUED

OCTOBER 1st, 1968 TO DECEMBER 30th, 1968

1. United Cement, Lime and Gypsum Workers International Union, Local No. 382, Lethbridge, and Summit Lime Works Limited, Hazel Spur.

UNIT: "All of the employees of the plant, except managerial staff, foreman, timekeeper."

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2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987, Calgary, and The J. H. Ashdown Hardware Company Limited, Calgary.

UNIT: "Those employed in the Warehouse excluding office staff and those in a supervisory position with the right to hire or discharge employees."

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2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, and Palm Dairies Limited, Calgary.

UNIT: "All employees holding steam engineer's certificate, and employed as such, excluding the Chief Engineer while employed as supervisor."

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3. Medicine Hat Greenhouse Workers, Local No. 436, Medicine Hat, and Medicine Hat Greenhouses Limited, Medicine Hat.

UNIT: "All employees of the Medicine Hat Greenhouses Limited, employed by the company at Medicine Hat, Alberta, save and except office employees and those with the authority to hire and/or fire."

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4. Building Service Employees International Union, Local No. 323A, Edmonton, and Blunt's Nursing Homes (Viking) Ltd., Viking.

UNIT: "All employees except matron, registered nurses, certified nursing aides and office staff."

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5. Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers Local Union 414, Edmonton, and South Park Motors Ltd., Edmonton.

UNIT: "All employees of the employer save and except car jockeys, used car lot boys, clean up man, night watchman, office workers, new and used car salesmen, service salesmen, parts department employees, appraisers and supervisory staff."

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THE ALBERTA LABOUR ACT

APPLICATION FOR AMMENDMENTS TO CERTIFICATION

GRANTED

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

1. United Steelworkers of America, Local No. 5530, Edmonton, and Anthes Western Limited, Edmonton

Amended name of Employer:

FROM: The Anthes-Imperial Company Limited, Edmonton, Alberta.
TO: Anthes Western Limited, Edmonton, Alberta.

Certificate Number 81-52.

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2. The United Cement, Lime and Gypsum Workers International Union Local No. 345, Calgary, and Western Gypsum Limited, Calgary, Alberta.

Amended name of Employer:

FROM: Western Gypsum Products Ltd., Calgary, Alberta.
TO: Western Gypsum Limited, Calgary, Alberta.

Certificate Number 96-54.

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3. Canadian Union of Public Employees, Local No. 41, (Hospital Employees), Edmonton, Alberta, and Edmonton Hospital Board, Royal Alexandra Hospital, Edmonton, Alberta.

Amended Unit: "General organization of hospital employees excepting professional staff and dietary technicians."

Certificate dated February 8, 1949.

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THE ALBERTA LABOUR ACT

DISPUTES PENDING

AS AT OCTOBER 1st, 1968

DISPUTES NUMBER	DISPUTES NUMBER	DISPUTES NUMBER	DISPUTES NUMBER
A 214 - 67	A 153 - 68	A 174 - 68	A 186 - 68
A 6 - 68	A 155 - 68	A 175 - 68	A 188 - 68
A 96 - 68	A 156 - 68	A 177 - 68	A 189 - 68
A 105 - 68	A 159 - 68	A 178 - 68	A 190 - 68
A 119 - 68	A 164 - 68	A 179 - 68	A 191 - 68
A 132 - 68	A 165 - 68	A 180 - 68	A 192 - 68
A 133 - 68	A 167 - 68	A 181 - 68	A 193 - 68
A 140 - 68	A 168 - 68	A 182 - 68	A 194 - 68
A 144 - 68	A 169 - 68	A 183 - 68	A 195 - 68
A 147 - 68	A 171 - 68	A 184 - 68	A 196 - 68
A 151 - 68	A 172 - 68	A 185 - 68	A 204 - 68

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THE ALBERTA LABOUR ACT

APPOINTMENT OF CONCILIATION OFFICER

TO DISPUTES ARISING DURING THE PERIOD

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

	DISPUTE	OFFICER
1.	A-197-68 The County of Lac Ste. Anne No. 28, Sangudo, and the Alberta Teachers' Association.	J.B. ADAMS
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2.	A-198-68 The County of Two Hills No. 21, Two Hills, and the Alberta Teachers' Association.	J.B. ADAMS
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3.	A-199-68 The Spirit River School Division, No. 47, Spirit River, and the Alberta Teachers' Association.	J.B. ADAMS
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4.	A-200-68 The City of Lethbridge, Lethbridge, and the Canadian Union of Public Employees, Local Union No. 70, Lethbridge.	I.J. FLYNN
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5.	A-201-68 Canada Safeway Limited, Calgary, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	I.J. FLYNN
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6.	A-202-68 Loblaw Groceterias Ltd., Calgary, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	I.J. FLYNN
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7.	A-203-68 Dominion Stores Ltd., Calgary, and the Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary.	I.J. FLYNN
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8.	A-205-68 The County of Camrose, No. 22, Camrose, and the Canadian Union of Public Employees, Local No. 1075, Red Deer.	W.A. DWYER
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9. A-206-68
Crows Nest Pass School Division No. 63, Blairmore, and The Canadian Union of Public Employees, Local 812, Lethbridge. — H.N. GRAHAM

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10. A-207-68
Barron Enterprises, Calgary, and the International Alliance of Theatrical Stage Employees, Local 302, Calgary. — H.N. GRAHAM

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11. A-208-68
Famous Players Canadian Corporation Calgary, and the International Alliance of Theatrical Stage Employees, Local 302, Calgary. — H.N. GRAHAM

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12. A-209-68
Gibson Petroleum, South Edmonton, and the Gibson Petroleum Employees Association, Edmonton. — T.T. GROTHEN

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13. A-210-68
Pincher Creek School Division, No. 29, Pincher Creek, and the Alberta Teachers' Association. — J.R. HUTTON

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14. A-211-68
County of Newell, No. 4, Brooks, and the Alberta Teachers' Association. — J.R. HUTTON

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15. A-212-68
Dominion Stores Ltd., Edmonton and the Retail Clerks International Association, Local Union No. 401, Edmonton. — H.J.H. LIBKE

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16. A-213-68
Loblaw Stores, Edmonton, and the Retail Clerks International Association, Local 401, Edmonton. — H.J.H. LIBKE

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17. A-214-68
Canada Safeway Ltd., Red Deer, and the Retail Clerks International Association, Local 401, Edmonton. — H.J.H. LIBKE

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18. A-215-68
County of Thorhild, No. 7, Thorhild, and the Alberta Teachers' Association. — J.B. ADAMS

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19. A-216-68
High Prairie School Division, No. 48, High Prairie, and the Alberta Teachers' Association. — J.B. ADAMS

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20. A-217-68
Wetoka Health Unit, Wetaskiwin and the Alberta Association of Registered Nurses, Edmonton. — J.B. ADAMS

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21. A-218-68
Revelstoke Building Materials, Coleman, and the International Woodworkers of America, Local 1-206, Blairmore. — I.H. FLYNN

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22. A-219-68
Centennial Packers, Calgary, and the Amalgamated Meatcutters and Butcher Workmen of North America, Local 373, Calgary. — H.N. GRAHAM

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23. A-220-68
Bay Drugs, Edmonton, and the Edmonton District Employee Pharmacists' Association, Edmonton. — T.T. GROTHEN

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24. A- 221-68
Family Drugs Ltd., Edmonton, and the Edmonton District Employee Pharmacists' Association, Edmonton. — T.T. GROTHEN

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25. A-222-68
Con-Force Construction Ltd., Edmonton, and the United Brotherhood of Carpenters and Joiners of America Local 1325, Edmonton. — T.T. GROTHEN

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26. A-223-68
The Board of Westlock Foundation (Pembina Lodge), Westlock, and the Building Service Employees International Union, Local 323A, Edmonton. — H.J.H. LIBKE

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27. A-224-68
Leduc-Strathcona Health Unit, Edmonton, and the Alberta Association of Registered Nurses. — J.B. ADAMS

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28. A-225-68
Certain Members of the Alberta Hospital Association and the Alberta Association of Registered Nurses, Edmonton. — J.R. HUTTON

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29. A-226-68
Camrose School District, No. 1315, Camrose, and the Alberta Teachers' Association. — J.B. ADAMS

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30. A-227-68
Alberta East Health Unit, No. 10, Stettler, and the Alberta Association of Registered Nurses, Edmonton. — J.B. ADAMS

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31. A-228-68
The County of Camrose, No. 22, Camrose, and the Canadian Union of Public Employees, Local 1075, Red Deer. — T.T. GROTHEN

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32. A-229-68
The Edmonton Roman Catholic Separate School Division, No. 17, Edmonton, and the Alberta Teachers' Association. — J.B. ADAMS

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33. A-230-68
Glen Avon Protestant Separate School District, No. 5, St. Paul, and the Alberta Teachers' Association. — J.B. ADAMS

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34. A-231-68
The County of Wetaskiwin, No. 10, Wetaskiwin, and the Alberta Teachers' Association. — J.B. ADAMS

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35. A-232-68
Sicks' Lethbridge Brewery Limited, Lethbridge, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local No. 245, Lethbridge, Alberta. — J.B. ADAMS

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36. A-233-68
Flextrack-Nodwell Ltd., Calgary, and the International Association of Bridge, Structural and Ornamental Iron Workers, Local Union 805, Calgary. — I.J. FLYNN

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37. A-234-68
Blairmore Sawmills Ltd., Blairmore, and the International Woodworkers of America, Local 1-206, Blairmore. — I.J. FLYNN

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38. A-235-68
Highfield Builders Limited, Calgary, and the Construction and General — I.J. FLYNN

Workers Union, Local 111 Calgary.

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39. A-236-68
Brewster Transport Co. Ltd., Banff, and the Amalgamated Transit Union, Division 1374, Calgary. — H.N. GRAHAM

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40. A-237-68
Alberta Canning Division of Canada Packers Ltd., Lethbridge, and the United Packinghouse Food and Allied Workers, Local 740, Lethbridge. — H.N. GRAHAM

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41. A-238-68
Spirit River School Division, No. 47, Spirit River, and the Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, Spirit River. — T.T. GROTHEN

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42. A-239-68
Peter Kiewit Sons Company of Canada Ltd., Edmonton, and the Building, Construction and General Labourers Local Union No. 92, Edmonton. — T.T. GROTHEN

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43. A-240-68
McGavin-Toastmaster Limited, Grande Prairie, and the Bakery and Confectionery Workers' International Union of America, Local 276, Edmonton. — T.T. GROTHEN

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44. A-241-68
Alberta Distillers Limited, Calgary, and the Distillery Workers' Union, Local 194, Calgary. — J.R. HUTTON

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45. A-242-68
Medicine Hat School Division, No. 4, Medicine Hat, and the Alberta Teachers' Association. — J.R. HUTTON

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46. A-243-68
The Edmonton Public School District, No. 7, Edmonton, and the Canadian Union of Public Employees, Local No. 474, Edmonton. — H.J.H. LIBKE

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47. A-244-68
The City of Edmonton, Edmonton and the Canadian Union of Public Employees Local No. 52, Edmonton. — H.J.H. LIBKE

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48. A-245-68
Barber Machinery Co. Ltd., Edmonton, and the International Moulders and Allied Workers Union, Local 371, Edmonton. — H.J.H. LIBKE

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49. A-246-68
Red Deer Junior College, Red Deer, and the Faculty Association of the Red Deer Junior College, Red Deer. — H.J.H. LIBKE

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50. A-247-68
The Sturgeon Health Unit No. 14, St. Albert, and the Alberta Association of Registered Nurses. — J.B. ADAMS

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THE ALBERTA LABOUR ACT

SYNOPSIS OF DISPUTES SETTLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

DISPUTE — CONCILIATOR

1. A-119-68
Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary, and Purity Dairy Limited, Lethbridge, Alberta. — H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Term of Agreement:
One (1) year.

2. Wages:
A. October 1, 1967 -
First Six (6) Months - $405.00 Mo.
Thereafter -- $410.00 Mo.

B. November 1, 1967 -
First Six (6) Months - $425.00 Mo.
Thereafter -- $430.00 Mo.

C. May 1, 1968 -
To be adjusted to correspond with whatever wage adjustment and term of agreement are negotiated and agreed to respecting the Master Dairy Agreement.

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2. A-168-68
Calgary and District Projectionists, Local No. 302, of the International Alliance — H.N. GRAHAM

of Theatrical Stage Employees and Moving Picture Machine Operators, of the United States and Canada and the Towne Theatre, Calgary, Alberta.

BASIS OF SETTLEMENT:

1. Term of Agreement:
   Two (2) years from June 1, 1968 to May 31, 1970.

2. Wages:
   Effective June 1, 1968 - $120.00 per week.
   Effective June 1, 1969 - $127.50 per week.

3. Overtime:
   Sundays shall be double time - except should Sunday movies become legal during the life of this contract, any theatre having one or more Sunday shifts shall pay for the extra contracted hours at the rate of time and one-third, of the prevailing rate; with a minimum of four (4) hours at double time.

   This amount will be divided by the contract hours plus Sunday hours, to establish the total operating hours and new hourly rate for seven days.

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3. A-206-68
   Canadian Union of Public Employees Local Union No. 812, Lethbridge, and the Crows Nest Pass School Division, No. 63, Blairmore, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Vacation:
   Four weeks after seventeen years.

2. Wages:
   A. Six (6%) percent effective September 1, 1968.
   B. Five (5%) percent effective May 1, 1969.
   C. Six (6%) percent effective January 1, 1970.

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4. A-169-68
   International Brotherhood of Electrical Workers, Local Union 254, Calgary, and John Inglis Co. Ltd., Calgary, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Welfare:
   A. $5,000.00 Life and $10,000.00 A.D.D.
   B. Weekly indemnity $50.00 per week after 3 days.
   C. Cost of group insurance and hospitalization shared 50% by each party.

2. Hours of Work:
   A. 40 hours per week Monday through Friday.
   B. Time and one-half on sixth day.
   C. Double time on seventh day.

3. Wages:
Effective May 1, 1968
Serviceman - $3.14 per hour.
Partsman - $2.89 per hour.

Effective May 1, 1969
Serviceman - $3.35 per hour.
Partsman - $3.10 per hour

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5. A-133-68
International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union No. 776, Edmonton, and Con-Force Products Ltd., Edmonton, Alberta. H.J.H. LIBKE

BASIS FOR SETTLEMENT:

1. Wages:
Effective May 1, 1968, an across the board increase of 20¢ per hour.

2. Health and Welfare:
To be on a 50 - 50 basis.

3. Vacation:
3 weeks vacation after 8 consecutive years service.

4. Term of Agreement:
Agreement to be in effect for One year.

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6. A-147-68
Alberta Teachers' Association and the County of Forty Mile No. 8, Foremost, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:

4000	4800	5400	6600	7050	7500
6250	7300	8400	10600	11050	11500

2. Term of Agreement:
One year.

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7. A-190-68
The Bakery and Confectionery Workers' International Union of America, Local 276, Edmonton, and McGavin Toastmaster Limited, Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Term of Agreement:
Twenty-one months from September 1, 1968 to May 30, 1970.

2. Wages:
   A. Effective September 1, 1968 to March 31, 1969:
      $13.00 per week across-the-board.
   B. Effective April 1, 1969 to May 30, 1970.
      $9.00 per week across-the-board.

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8. A-191-68
Bakery and Confectionery Workers' International Union of America, Local 276, Edmonton, and MacDonalds Consolidated Limited (Bakery Division), Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

Same as in No. 7, above.

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9. A-192-68
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton, and Black, Sivalls & Bryson Limited, Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:

A. Welder "B" and Master Fabricator		$3.53
B. Journeyman -	Welder	
	Machinist	
	Boilermaker	
	Fabricator and Fitter	$3.30
C. Crane Operator		$2.73
D. Apprentices -	3rd year	$2.73
	2nd year	$2.52
	1st year	$2.31
E. Helpers		$2.68
F. Yard Labour		$2.40

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10. A-209-68
Gibson Petroleum Employees' Association, Edmonton, and Gibson Petroleum Co. Ltd., South Edmonton, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
   A. Across the board increase of twenty-five (25¢) cents effective October 1, 1968.
   B. Across the board increase of twenty-five (25¢) cents effective October 1, 1969.

2. Term of Agreement:
   Two (2) years from October 1, 1968 to September 30, 1970.

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11. A-228-68

Canadian Union of Public Employees, Local Union No. 1075, Red Deer, and The County of Camrose No. 22, Camrose, Alberta. T.T. GROTHEN

BASIS OF SETTLEMENT:

1. Wages:
   A. School Caretakers: Fifty (50¢) cents per room across the board effective September 1, 1968.
   B. Maintenance Men: Ten (10¢) cents per hour across the board effective September 1, 1968.

2. Statutory Holidays:
   Allowance for Statutory Holidays increased from 2% to 3%.

3. Term of Agreement:
   One year from September 1, 1968 to August 31, 1969.

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12. A-172-68

International Union of Operating Engineers, Local 955, and A. G. Baxter Contracting Co. Ltd., Calgary, Alberta. J.R. HUTTON

BASIS OF SETTLEMENT:

1. Wages:

Mechanic	$2.50 per hour.
Dragline, Hoe, etc.	$2.50 per hour.
Truck Drivers	$1.75 per hour.

2. Term of Agreement:
   One Year.

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13. A-194-68

Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton, and Uniroyal (1966) Ltd., Clover Bar, Alberta. H.J.H. LIBKE

BASIS OF SETTLEMENT:

1. Wages:

Classification	September 1, 1968	September 1, 1969	September 1, 1970
"A" Operator	$.28	$.26	$.25
"B" Operator	.25	.24	.22
Process Helpers	.24	.23	.20
Shipping, Receiving and Storeman	.24	.23	.20
Day Man	.24	.23	.20
Labour	.21	.21	.20
Maintenance Man, Class 1	.28	.26	.25
Maintenance Man, Class 2	.25	.24	.22
Maintenance Man, Helper	.24	.25	.20
Hiring Rate	.21	.21	.20

2. Shift Premium:
   Ten Cents (10¢) and Twenty Cents (20¢) effective November 28, 1968.

3. Term of Agreement:
Three (3) years, September 1, 1968 to August 31, 1971.

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14. A-200-68
The Canadian Union of Public Employees, Local No. 70, Lethbridge and the City of Lethbridge, Lethbridge, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:
Lifeguards: -
A. June 1, 1968 to November 30, 1968 - 6% increase.
B. December 1, 1968 to July 31, 1969 - 5% plus 5¢ per hour. Permanent. Lifeguard only.
C. August 1, 1969 to May 31, 1970 - 6% increase.

Instructors: -
December 1, 1968 - $1.60 per hour.
August 1, 1969 - $1.75 per hour.

Cashiers: -

Regular: -	June 1, 1968	- $1.33 per hour.
	December 1, 1968	- 1.40 per hour.
	August 1, 1969	- 1.48 plus 7¢ equals $1.55 per hour.
Senior: -	June 1, 1968	- 1.33 plus 5¢ equals $1.38 per hour.
	December 1, 1968	- 1.40 plus 15¢ equals $1.55 per hour.
	August 1, 1969	- 1.55 plus 15¢ equals $1.70 per hour.

2. Term of Agreement:
Two Years - June 1, 1968 to May 31, 1970.

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15. A-186-68
International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local 805, Calgary and Con-Force Products Ltd., Calgary, Alberta. I.J. FLYNN

BASIS OF SETTLEMENT:

1. Wages:

Classification:	August 1, 1968	August 1, 1969
Labourer	$2.50	$2.75
Steel Cutter	2.71	2.96
Maintenance Service	2.55	2.80
Stressers	2.62	2.87
Steel Bender	2.84	3.09
Apprentice Welder, 1st year Certified	2.75	3.00
Apprentice Welder, 2nd year Certified	2.85	3.10
Overhead Crane Operator	2.75	3.00
Frontend Loader Operator	2.75	3.00
Tacker	2.71	2.96
Cuber	2.58	2.83
Batcher	2.80	3.05
Cement Finishers: 1st Class	3.01	3.26
2nd Class	2.78	3.03
Welder: Certified 1st Class	3.07	3.32
Certified 2nd Class	2.85	3.10

2. Term of Agreement:
August 1, 1968 to July 30, 1970.

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16. A-151-68
Construction and General Labourers' Union, Local 627, Lethbridge and Glen Little Construction Ltd., Lethbridge, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Wages:

Classification	Date of Signing	April 1, 1969	October 1, 1969	April 1, 1970	October 1, 1970
General Labourer	$2.50	$2.60	$2.70	$2.90	$3.05
Motor Mixer	2.60	2.70	2.80	3.00	3.15
Motor Buggy Operator	2.60	2.70	2.80	3.00	3.15
Toolcrib Man	2.60	2.70	2.80	3.00	3.15
Farm Tractor Operator	2.60	2.70	2.80	3.00	3.15
Jackhammer Men	2.60	2.70	2.80	3.00	3.15
Pump Tenders	2.55	2.65	2.75	2.95	3.10
Heater Tenders	2.55	2.65	2.75	2.95	3.10
Pipelayers	2.70	2.80	2.90	3.10	3.25

2. Vacation With Pay:
Six per cent (6%) of regular earnings effective October 1, 1969.

3. General Holiday Pay:
Three point six per cent (3.6%) of regular earnings effective October 1, 1969.

4. Term of Agreement:
Twenty-Eight (28) months - From December 2, 1968 to March 31, 1971.

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17. A-188-68
The International Union United Automobile, Aerospace, Agricultural Implement Workers of America, (U.A.W.) Local 1227, Calgary and the International Harvester Company of Canada Ltd., Calgary, Alberta. H.N. GRAHAM

BASIS OF SETTLEMENT:

1. Statutory Holidays:
Additional four days - namely: Civic Day, Boxing Day, Day before Christmas and Day before New Years.

2. Wages:

Classification	October 1, 1968	October 1, 1969	October 1, 1970
Mechanic A	$3.32	$3.57	$3.76
B	3.07	3.31	3.49
Parts Counterman	2.88	3.16	3.37
Partsman II - Minimum	2.16	2.36	2.51
Aut. 3 Months	2.21	2.41	2.56
Max. Aut. 6 Months	2.26	2.46	2.61
Partsman I	2.47	2.69	2.86

3. Term of Agreement:
Three (3) years.

THE ALBERTA LABOUR ACT

DISPUTES REFERRED

TO A CONCILIATION BOARD

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

	DISPUTE	OFFICER
1.	A-96-68 Willow Creek School Division No. 28, Claresholm, and the Alberta Teachers' Association.	J.B. ADAMS
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2.	A-105-68 Wheatland County No. 16, Strathmore, and the Alberta Teachers' Association.	J.R. HUTTON
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3.	A-140-68 The County of Lacombe No. 14, Lacombe, and the Alberta Teachers' Association.	J.B. ADAMS
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4.	A-153-68 Indalex Ltd., Calgary and the International Association of Bridge, Structural and Ornamental Iron Workers, Shopmen's Local Union No. 805, Calgary, Alberta.	I.J. FLYNN
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5.	A-156-68 Northwest Nitro-Chemicals Ltd., Medicine Hat, and the Oil, Chemical and Atomic Workers International Union, Local 9-693, Medicine Hat, Alberta.	I.J. FLYNN
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6.	A-167-68 Con-Force Construction Ltd., Calgary, and the International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 725, Calgary, Alberta.	I.J. FLYNN
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7.	A-171-68 City of Lethbridge, Lethbridge, and the Amalgamated Transit Union, Local No. 987, Lethbridge, Alberta.	J.R. HUTTON
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8.	A-174-68 County of Grande Prairie No. 1, Grande Prairie, and the Alberta Teachers'	J.B. ADAMS

Association.

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9. A-177-68
Fairview School Division No. 50, Fairview, and the Alberta Teachers' Association. — J.B. ADAMS

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10. A-181-68
Jasper School District No. 3063, Jasper, and the Alberta Teachers' Association. — J.B. ADAMS

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11. A-183-68
City of Edmonton No. 7, Edmonton, and the Alberta Teachers' Association. — J.B. ADAMS

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12. A-196-68
County of Stettler No. 6, Stettler, and the Alberta Teachers' Association. — J.B. ADAMS

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13. A-204-68
Dominion Glass Co. Ltd., Redcliffe, and the United Glass and Ceramic Workers of North America, Local 201, Redcliffe, Alberta. — I.J. FLYNN

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14. A-217-68
Wetoka Health Unit, Wetaskiwin, and the Alberta Association of Registered Nurses. — J.B. ADAMS

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THE ALBERTA LABOUR ACT

DISPUTES AT CONCILIATION OFFICER STAGE

RECOMMENDED UNDER SECTION 86*

OCTOBER 31st, 1968 TO DECEMBER 31st, 1968

DISPUTE — OFFICER

1. A-6-68
Shirley Ford Sales Ltd., Edmonton, and the Sheet Metal Auto Body, Motor Mechanics and Allied Production Workers' Local Union No. 414, Edmonton, Alberta. — W.A. DWYER

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DISPUTE	OFFICER
2. A-207-68 Barron Enterprises (Odeon Theatres), Calgary and the International Alliance of Theatrical Stage Employees Local 302.	H.N. GRAHAM

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3. A-208-68 Famous Players Canadian Corporation, Calgary, and the International Alliance of Theatrical Stage Employees Local 302.	H.N. GRAHAM

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4. A-232-68 Sicks' Lethbridge Brewery Limited Lethbridge, and the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local No. 245, Lethbridge, Alberta.	J.B. ADAMS

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* Pursuant to Section 86 (1) (b) of the Alberta Labour Act the Conciliation Commissioner recommends that his recommendation shall take the place of, and have the same effect as, an Award of a Conciliation Board.

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THE ALBERTA LABOUR ACT

DISPUTES CANCELLED

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

1. A-164-68
Pritchard Canadian Ltd., Calgary, and the Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Calgary, Alberta.

Date Cancelled: October 4, 1968.

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2. A-165-68
Catalytic Construction of Canada Limited, Edmonton, and the Truckers, Cartagemen, Construction and Building Material Employees, Local 362, Calgary, Alberta.

Date Cancelled: October 4, 1968.

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3. A-205-68
The County of Camrose No. 22, Camrose and the Canadian Union of Public Employees, Local No. 1075, Red Deer, Alberta.

Date Cancelled: October 4, 1968.

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DISPUTES PENDING AS AT DECEMBER 31st, 1968

DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER	DISPUTE NUMBER
A 214 - 67	A 195 - 68	A 218 - 68	A 234 - 68
A 132 - 68	A 197 - 68	A 219 - 68	A 235 - 68
A 144 - 68	A 198 - 68	A 220 - 68	A 236 - 68
A 155 - 68	A 199 - 68	A 221 - 68	A 237 - 68
A 159 - 68	A 201 - 68	A 222 - 68	A 238 - 68
A 175 - 68	A 202 - 68	A 223 - 68	A 239 - 68
A 178 - 68	A 203 - 68	A 224 - 68	A 240 - 68
A 179 - 68	A 210 - 68	A 225 - 68	A 241 - 68
A 180 - 68	A 211 - 68	A 226 - 68	A 242 - 68
A 182 - 68	A 212 - 68	A 227 - 68	A 243 - 68
A 184 - 68	A 213 - 68	A 229 - 68	A 244 - 68
A 185 - 68	A 214 - 68	A 230 - 68	A 245 - 68
A 189 - 68	A 215 - 68	A 231 - 68	A 246 - 68
A 193 - 68	A 216 - 68	A 233 - 68	A 247 - 68

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SUMMARY OF DISPOSITION OF DISPUTES

AT CONCILIATION OFFICER STAGE

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

Conciliations pending as of October 1, 1968	44
Appointments during the period	50
TOTAL	94

Disputes Settled	17
Disputes referred to a Conciliation Board	14
Recommendations under Section 86	4
Disputes Cancelled	3
Disputes pending as at December 31, 1968	56
TOTAL	94

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THE ALBERTA LABOUR ACT

SYNOPSIS OF CONCILIATION

BOARD AWARDS

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

1. A-41-68
Canadian Union of Public Employees Local No. 1056, Edmonton, and Blunt's Nursing Homes (1965) Ltd., St. Paul, Alberta.

Chairman	- Mr. A. W. Crossley
Union Member	- Mr. Roy Jamha
Company Member	- Mr. A. O. Achroyd

The parties to the dispute were of themselves able to reach agreement and the Board did not have to render an award.

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2. A-154-68
Construction and General Laborers' Union, Local 627, Lethbridge, and certain employers of the Lethbridge Construction Association, Lethbridge, Alberta.

Chairman	- Mr. D. G. Skajen
Union Member	- Mr. L. LeClaire
Company Member	- Mr. G. Alexander

Majority Award - Union Member Dissenting.

The Board Recommended:

1. Term of Agreement:
Thirty (30) Months.

2. Hours of Work and Overtime:
A. Forty (40) hours per week.
Time and one-half (1 1/2) for first two (2) hours Monday to Friday and Double (2) time thereafter.
B. Time and one-half (1 1/2) for first four (4) hours on Saturday and double (2) time thereafter.
C. Double time (2) on Sundays and Holidays.
D. For work beyond fifteen (15) miles radius of the City of Lethbridge, fourty-four (44) hours per week.

3. Wages:

	D.O.S.	April 1, 1969	October 1, 1969	April 1, 19	October 1, 19
General Labourers	$2.50	$2.60	$2.70	$2.90	$3.05
Motor Mixers	2.60	2.70	2.80	3.00	3.15
Motor Buggy Operator	2.60	2.70	2.80	3.00	3.15
Toolcrib Men	2.60	2.70	2.80	3.00	3.15
Farm Tractor Operator	2.60	2.70	2.80	3.00	3.15
Jackhammer Men	2.60	2.70	2.80	3.00	3.15
Vibrator Men	2.60	2.70	2.80	3.00	3.15
Pump Tenders	2.55	2.65	2.75	2.95	3.10
Heater Tenders	2.55	2.65	2.75	2.95	3.10
Pipelayers	2.70	2.80	2.90	3.10	3.25

4. Vacation Pay:
Effective October 1, 1969, vacation pay to be paid at 6% of regular earnings.

5. General Holidays:
Effective October 1, 1969, general Holidays to be paid at 3.6% of regular earnings.

6. Health and Welfare:
Employer to contribute ten cents (10¢) per hour for every hour worked by an employee toward health and welfare.

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3. A-73-68
The Alberta Teachers' Association and Three Hills School Division No. 60, Trochu, Alberta.

Chairman	- Mr. J. A. Lore
Union Member	- Mr. D. P. MacNaughton
Company Member	- Mr. R. B. Clark

Unanimous Award.

The Board Recommended:

1. Salary Grid:

	1	2	3	4	5	6
Minimum	$4,000	$4,800	$5,500	$6,650	$7,050	$7,500
Maximum	6,300	7,500	8,500	10,650	11,050	11,500
	7 x 300	9 x 300	10 x 300	10 x 400	10 x 400	10 x 400
	1 x 200					

2. Education Leave:
Teacher must have seven (7) years service with Three Hills School Division No. 60 to qualify for Teacher Education Leave. The Teacher shall receive sixty percent (60%) of the first year minimum salary, plus $100.00 per year for each continuous year calculated after the seventh (7) year to a maximum of $3,000.00. The Board, in its discretion may negotiate Education Leave before the seventh year.

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4. A-78-68
International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local No. 289 and Carling Breweries (Alberta) Limited, Calgary; Local No. 284 and and Bohemian Maid Brewing Company Limited, Edmonton; Local No. 244 and Molson's Edmonton Brewery Ltd., Edmonton; Local No. 287 and Calgary Brewing and Malting Company Limited, Calgary; Local No. 287 and Calgary Beverages Ltd., Calgary; Local No. 285 and Alberta Brewers' Agents Limited, Edmonton; and Local 288 and Alberta Brewers' Agents Limited, Calgary, Alberta.

Chairman	- Mr. J. H. Kelly
Union Member	- Mr. Roy Jamha
Company Member	- Mr. K. C. Barrass

The parties to the dispute were of themselves able to reach agreement and the Board did not have to render an Award.

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5. A-148-68
The International Woodworkers of America, Local Union No. 1-206, Blairmore, and Crestbrook Forest Industries Ltd., Fort Plywood Division, Fort Macleod, Alberta.

Chairman	- Mr. M. H. Patterson
Union Member	- Mr. Roy Jamha
Company Member	- R. S. Woodford

Majority Award - Company Member Dissenting.

The Board Recommended:

1. Shift Differential:
Increased from five cents (5¢) to six cents (6¢) for the second and third shifts.

2. Hours of Work:

Three months after date of signing hours of work to be reduced to forty (40) hours per week.

3. Vacations:
Three (3) weeks after twelve (12) years service at the rate of six percent (6%) of earnings.

4. Safety and Health:
Company to provide a maximum of three (3) pairs of gloves per month on return of worn out gloves.

5. Health and Welfare:
Insurance increased from $3,000.00 to $5,000.00..
Weekly Indemnity increased from $35.00 per week to $50.00 per week.

6. Term of Agreement:
Two years (2), from August 1, 1968 to July 31st, 1970.

7. Wages:
(i) Effective August 1, 1968 thirty (30) cents per hour to each male and female job rate.
(ii) Effective April 1, 1969 additional eighteen (18) cents per hour to each male and female job rate.
(iii) Effective August 1, 1969 additional twelve (12) cents per hour to each male and female job rate.

6. A-153-68
International Association of Bridge, Structural and Ornamental Iron Workers, Shopmens' Local Union No. 805, Calgary, and Indalex Limited, Calgary, Alberta.

Chairman	- Mr. L. M. Diamond
Union Member	- Mr. J. A. Nicolls
Company Member	- Mr. R. H. R. Clement

Unanimous Award.

The Board Recommended:

1. Overtime:
Monday to Friday - time and one half (11/2) for the first two (2) hours and double (2) time thereafter.

2. Holidays:
One additional holiday, namely "Boxing Day", and if Christmas Day falls on a Saturday or Sunday then the following Tuesday shall be recognized as Boxing Day.

3. Shift Differential:

Increased from five cents (5¢) to eight cents (8¢) per hour.

4. Vacations:
Three (3) weeks after ten (10) years of service.

5. Welfare:
Weekly indemnity increased to $60.00 per week and Company to pay 60% and employee to pay 40%.

6. Wages:

Classification:	Effective May 1, 1968	May 1, 1969
Die Corrector - less than 2 months	$2.20	$2.35

	- More than 2 months but less than 6 months	$2.35	$2.50
	- After 6 months	2.55	2.70
Press Operator	- Less than 2 months	2.20	2.35
	- More than 2 months but less than 6 months	2.35	2.50
	- After 6 months	2.55	2.70
Anodizing Operator	- Less than 2 months	1.90	2.05
	- More than 2 months but less than 6 months	2.10	2.25
	- After 6 months	2.50	2.65
Saw Operator and Spray Painter	- Less than 2 months	1.90	2.05
	- More than 2 months but less than 4 months	2.10	2.25
	- After 4 months	2.40	2.55
Stretcher	- Less than 2 months	1.90	2.05
	- More than 2 months but less than 4 months	2.05	2.20
	- After 4 months	2.20	2.35
Truck Driver	- Less than 1 month	2.05	2.20
	- After 1 month	2.25	2.40
Polisher, Run Out, Extrusion Press and Sealer	- Less than 2 months	1.90	2.05
	- More than 2 months but less than 4 months	2.00	2.15
	- After 4 months	2.10	2.25
Material Handler	- Less than 1 month	1.90	2.05
	- After 1 month	2.00	2.15
Maintenance Man	- Less than 2 months	2.20	2.35
	- More than 2 months but less than 4 months	2.35	2.50
	- After 4 months	2.50	2.65

7. Term of Agreement:
Two (2) years from May 1, 1968 to April 1, 1970.

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7. A-126-68
Alberta Teachers' Association and Calgary Public School District No. 19, Calgary, Alberta.

Chairman - Mr. W. F. Johns
Union Member - Mr. E. A. Hutchinson
Company Member - Mr. H. S. Prowse, Q.C.

Unanimous Award.

The Board Recommended:

1. Term of Agreement:

Sixteen months from September 1, 1968 to December 31, 1969.

2. Wages:
   A. Basic Salary Schedule set out in Collective Agreement be increased by One Hundred Dollars ($100.00) throughout the Salary Grid effective January 1, 1969.
   B. That the parties be permitted to distribute throughout the grid by mutual agreement an amount equal to a total of One Hundred Dollars ($100.00) per permanent Teacher on staff calculated as at January 1, 1969.
   C. Allowances for Substitute Teachers as set out in Paragraph 3 of the Collective Agreement be amended to read Twenty Dollars ($20.00) per day plus Two Dollars ($2.00) per day with degree for Elementary Schools, effective January 1, 1969.
   D. Allowances for Principals and Assistant Principals be amended to provide that all steps be increased by five percent (5%) effective January 1, 1969, and in this connection the additional allowances per teacher will be increased to One Hundred and Ten Dollars ($110.00) over Sixty (60) teachers to a maximum of Fifty-Four Hundred and Sixty Dollars ($5,460.00).

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8. A-129-68
Alberta Teachers' Association and the County of Mountain View No. 17, Didsbury, Alberta.

Chairman	- Mr. A. O. Ackroyd
Union Member	- Mr. R. H. R. Clement
Company Member	- Mr. F. Hanson

Unanimous Award.

The Board Recommended:

1. Wages:

A. Minimum	$4,000	$4,700	$5,500	$ 6,650	$ 7,100	$ 7,500
Maximum	6,100	7,200	8,500	10,650	11,100	11,500
Increments	7 x 300	5 x 350	1 x 400	6 x 400	6 x 400	6 x 400
		3 x 250	8 x 320	5 x 320	5 x 320	5 x 320

B. Substitute Teachers to be paid Eighteen Dollars and Fifty Cents ($18.50) per day.

C. Administrative Allowance:
Principal:
$215 per teacher for first 4 teachers
$165 per teacher for next 4 teachers
$65 per teacher in excess of eight teachers.

Vice Principal:
$107.50 per teacher for the first 4 teachers
$82.50 per teacher for the next 4 teachers
$32.50 per teacher in excess of eight teachers.

2. Term of Agreement:
One year.

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9. A-171-68
Amalgamated Transit Union, Local Division 987, Lethbridge, and the City of Lethbridge, Lethbridge, Alberta.

Chairman	- Mr. G. A. Kennedy
Union Member	- Mr. R. A. Hamilton
Company Member	- Mr. A. F. Balfour

Unanimous Award.

The Board Recommended:

1. Term of Agreement:
   Two years from January 1, 1968 to December 31, 1969.

2. Hours of Work:
   Spare Operators will be guaranteed Seventy-two (72) hours pay every two (2) weeks during 1968 and Seventy-five (75) hours pay every two (2) weeks during 1969, and may be required to work six (6) days per week.

3. Wages:
   Effective January 1, 1968 - Eighteen Cents (18¢) per hour, across-the-board.
   Effective July 1, 1968 - Thirteen Cents (13¢) per hour across-the-board.
   Effective January 1, 1969 - Seventeen Cents (17¢) per hour across-the-board.
   Effective July 1, 1969 - Seven Cents (7¢) per hour across-the-board.

   Wage adjustments effective January 1, 1968:
   Shop Foreman - Ten Cents (10¢) per hour.
   Mechanic - 1st year - Ten Cents (10¢) per hour.
   Mechanic 1st class - (After 1st year) - Ten Cents (10¢) per hour.
   Bus Serviceman and Greaser - Five Cents (5¢) per hour.
   Bus Serviceman and Cleaner - Five Cents (5¢) per hour.

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10. A-105-68
Alberta Teachers' Association and The County of Wheatland No. 16, Strathmore, Alberta.

Chairman	- Mr. T. J. Walsh, Q.C.
Union Member	- Mr. K. W. Freeman
Company Member	- Mr. R. Clark

Unanimous Award.

The Board Recommended:

1. Term of Agreement:
   One year.

2. Salary Grid:

Minimum	$4,250	$4,750	$5,400	$6,600	$7,050	$7,500
Maximum	6,250	7,400	8,400	10,650	11,050	11,500
Increments	8 x 250	10 x 265	10 x 300	10 x 405	10 x 400	10 x 400

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11. A-183-68
Alberta Teachers' Association and the Edmonton School District No. 7, Edmonton, Alberta.

Chairman	- Dr. C. Brian Williams
Union Member	- Mr. K. C. Barrass
Company Member	- Mr. G. J. Bryan, Q.C.

Unanimous Award.

The Board Recommended:

1. Term of Agreement:
One year from September 1, 1968 to August 31, 1969.

2. Wages:
A. The amount paid under the grid as set out in the present agreement be increased by 5.4% and the entire amount be further increased by the sum of $125,000.00 to be distributed throughout the term of the agreement as the parties may agree.

B. If a teacher who is in receipt of an administrative or supervisory allowance is required to render service during July or August at the request of, or with the approval of, the Superintendent, and if such service is over and above the service required in return for the administrative or supervisory allowance, such teacher shall be paid 1/200 of his total annual salary for each day of work.

C. Preparation time be extended to elementary school teachers on the basis of one hour per registered classroom per week.

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12. A-96-68
Alberta Teachers' Association and the Willow Creek School Division No. 28, Claresholm, Alberta.

Chairman	- Mr. Wm. A. Preshing
Union Member	- Mr. G. S. Lakie
Company Member	- Mr. G. Whitehead

Majority Award.

The Board Recommended:

1. Wages:
A. From September 1, 1968 to December 31, 1968.

Minimum	$4,300	$4,700	$5,300	$6,550	$6,950	$7,350
Maximum	6,100	7,200	8,300	10,550	10,950	11,350

B. From January 1, 1969 to December 31, 1969.

Minimum	$4,300	$4,800	$5,400	$6,700	$7,100	$7,500
Maximum	6,300	7,400	8,550	10,700	11,100	11,500

2. Sick Leave:
Effective September 1, 1968, cumulative sick leave will be allowed to accrue from year to year, up to a maximum of 100 days, one day cumulative for each two day sick leave not used in any year.

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13. A-167-68
International Association of Bridge, Structural and Ornamental Iron Workers, Local Union 725, Calgary, and Con-Force Construction Ltd., Calgary, Alberta.

Chairman	- Mr. R. S. Woodford
Union Member	- Mr. E. H. Stark
Company Member	- Mr. W. Brookes-Avey

Unanimous Award.

The Board Recommended:

1. Union Security:
All employees within the scope of this agreement shall as a condition of employment, become members of the Union within fifteen (15) days of hiring.

2. Term of Agreement:
Two (2) years from August 1, 1968 to July 31, 1970.

3. Meal Hours:
Company to provide meal after 2 consecutive hours beyond his normal shift, and after each additional four (4) hours thereafter. The employee will not be paid for time spent consuming these meals.
In the event of the employee bringing their meals, they will be allowed one-half (1/2) hour to consume the meal and will be paid said time at regular rates of pay.

4. Wages:

Classifications:	Aug. 1/68 $ per hr.	Nov. 1/68 $ per hr.	June 1/69 $ per hr.	Dec. 1/69 $ per hr.
1st year Erector (first 30 days)	$2.50	$2.75	$2.95	$3.15
1st year Erector (After 30 days)	2.65	2.90	3.10	3.30
2nd year Erector 2nd class Finisher	2.85	3.10	3.30	3.50
Erector Welder, First Class Finisher	3.10	3.35	3.55	3.75

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THE ALBERTA LABOUR ACT

VOTES

SELECTION OF A BARGAINING AGENT

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

	UNION	COMPANY	RESULT
1.	Retail Clerks Union, Local 401, Edmonton.	Arctic Ice Co. Ltd., Edmonton.	FOR

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2.	Oil, Chemical and Atomic Workers International Union, Local 9-666, Edmonton.	Great Canadian Oil Sands Limited, Tar Island.	AGAINST

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3.	Pulp and Paper Workers of Canada, Local No. 14, Calgary.	MacMillan Bloedel Packaging Limited, Calgary.	FOR

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4.	Pulp and Paper Workers of Canada, Local No. 14, Calgary.	Modern Packaging Co. Ltd., Calgary.	FOR

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5.	Pulp and Paper Workers of Canada, Local No. 14, Calgary.	MacMillan Bloedel Packaging Limited, Edmonton.	FOR

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THE ALBERTA LABOUR ACT

VOTES

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

	UNION	COMPANY	RESULT
1.	Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union No. 987, Calgary.	J. H. Ashdown Hardware Co. Limited, Calgary.	FOR

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2.	Sheet Metal Auto Body Motor Mechanics and Allied Production Workers Local Union 414, Edmonton.	South Park Motors Ltd., Edmonton.	FOR

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THE ALBERTA LABOUR ACT

VOTES

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

	UNION	COMPANY	RESULT
1.	Construction and General Workers Union, Local 1111, Calgary.	Certain Members of the Calgary General Contractors Association, Calgary.	Employees Rejected Employers Accepted

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2.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Universal Construction Co. Ltd., Edmonton.	Employees Rejected Employer Accepted.

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3.	Operative Plasterers & Cement Masons International Association Local 924, Edmonton.	Poole Construction Co. Ltd., Edmonton.	Employees Rejected Employer Accepted.

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Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Dominion Construction Co. Ltd., Edmonton.	Employees Rejected Employer Accepted

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Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Christensen & MacDonald Ltd., Edmonton.	Employees Rejected Employer Accepted

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Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Burns & Dutton (1962) Ltd., Edmonton.	Employees Rejected Employer Accepted

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Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Bird Construction Co. Ltd., Edmonton.	Employees Rejected Employer Accepted

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Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Smith Brothers & Wilson Ltd., Edmonton.	Employees Rejected Employer Accepted

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Operative Plasterers & Cement Masons International Association Local 924, Edmonton.	Redden Construction Ltd., Edmonton.	Employees Rejected Employer Accepted

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10. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Narod Construction Ltd., Edmonton.	Employees Rejected Employer Accepted

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11. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Laing Construction & Equipment Ltd., Edmonton.	Employees Rejected Employer Accepted

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12. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Harsim Construction Ltd., Edmonton.	Employees Rejected Employer Accepted

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13. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Concrete & Masterplate Floors Ltd., Edmonton.	Employees Rejected Employer Accepted

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14. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	A. V. Carlson Construction Ltd., Edmonton.	Employees Rejected Employer Accepted
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15. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Buffalo Engineering Ltd., Edmonton.	Employees Rejected Employer Accepted
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16. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Arco Concrete Service Ltd., Edmonton.	Employees Rejected Employer Accepted
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17. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Alta West Construction Ltd., Edmonton.	Employees Rejecte Employer Accepted
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18. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Poole Construction Ltd., Edmonton.	Employees Rejecte Employer Accepted
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19. International Association of Bridge Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	McCurdy Steel Ltd., Edmonton.	Employees Rejecte Employer Accepted
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20. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Burns & Dutton Construction (1962) Ltd., Edmonton.	Employees Reject Employer Accepte
* * * * * *		
21. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Alsask Steel Ltd., Edmonton.	Employees Reject Employer Accepte
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22. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Alta-West Construction Ltd., Edmonton.	Employees Reject Employer Accepte
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23. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Progressive Steel Service Ltd., Edmonton.	Employees Reject Employer Accepte
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24. International Association of Bridge, Structural & Ornamental Iron Workers Local Union No. 720, Edmonton.	Dominion Construction Co. Ltd., Edmonton.	Employees Rejected Employer Accepted

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25. International Association of Cement Masons, Local 139, Calgary.	Certain Members of the Calgary General Contractors Association, Calgary.	Employees Rejected Employer Rejected

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26. Amalgamated Transit Union, No. 987, Lethbridge.	City of Lethbridge, Lethbridge.	Employees Accepted Employer Accepted

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27. Construction & General Labourers' Union Local 627, Lethbridge.	Arias (Spanish) Construction Ltd., Lethbridge.	Employees Rejected Employer Accepted

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28. Construction & General Labourers' Union Local 627, Lethbridge.	Kenwood Engineering & Construction Ltd., Lethbridge.	Employees Rejected Employer Accepted

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29. Construction & General Labourers' Union Local 627, Lethbridge.	Bird Construction Co. Ltd., Calgary.	Employees Accepted Employer Accepted

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30. Construction & General Labourers; Union Local 627, Lethbridge.	Gillet Construction, Lethbridge.	Employees Accepted Employer Accepted

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31. International Woodworkers of America Local 1-206, Blairmore.	Crestbrook Forest Industries, Plywood Division, Ltd., Fort Macleod.	Employees Rejected Employer Rejected

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THE ALBERTA LABOUR ACT

VOTES

STRIKE ACTION

OCTOBER 1st, 1968 TO DECEMBER 31st, 1968

UNION	COMPANY	RESULT
1. Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Associated Tile & Terrazzo Ltd., Edmonton, Alberta.	Employees voted for.

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2.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Bob Candido's Tile & Terrazzo Ltd., Edmonton, Alberta.	Employees voted for.

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3.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Century Marble & Tile Ltd., Edmonton, Alberta.	Employees voted for.

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4.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Columbia Tile & Terrazzo Ltd., Edmonton, Alberta.	Employees voted for.

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5.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Empire Marble & Tile Ltd., Edmonton, Alberta.	Employees voted for.

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6.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Quality Tile Co. Ltd., Edmonton, Alberta.	Employees voted for.

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7.	Bricklayers, Masons, Tile & Terrazzo Workers International Union, Local No. 1, Edmonton.	Reeson Tile & Terrazzo Ltd., Edmonton, Alberta.	Employees voted for.

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8.	Truckers, Cartagemen, Construction & Building Material Employees Local Union No. 362, Calgary.	Stearns-Roger Canada Ltd., Calgary; Fluor Corporation of Canada Ltd., Calgary; Canadian Bechtel Ltd., Edmonton; and Ralph M. Parsons Construction Co., Calgary, Alberta.	Employees voted for.

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9.	Retail, Wholesale and Department Store Union, Local 980, Calgary.	Alberta National Drug Company Ltd., Calgary, Alberta.	Employees voted for.

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10.	International Union of Operating Engineers, Local 955, Calgary.	Burns & Dutton Construction (1962) Ltd., Calgary, Alberta.	Employees voted for.

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11.	International Union of Operating Engineers, Local 955, Calgary.	Dominion Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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12. International Union of Operating Engineers, Local 955, Calgary.	Sam Hashman & Co. Ltd., Calgary, Alberta.	Employees voted for.

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13. International Union of Operating Engineers, Local 955 Calgary.	Janin Western Contractors Ltd., Calgary, Alberta.	Employees voted for.

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14. International Union of Operating Engineers, Local 955, Calgary.	C. J. Oliver Ltd., Calgary, Alberta.	Employees voted for.

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15. International Union of Operating Engineers, Local 955, Calgary.	Poole Construction Ltd., Calgary, Alberta.	Employees voted for.

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16. International Union of Operating Engineers, Local 955, Calgary.	Jason Construction Ltd., Calgary, Alberta.	Employees voted for.

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17. Bakery and Confectionery Workers International Union of America, Local 276, Edmonton.	McGavin Toastmaster Ltd., Edmonton, Alberta.	Employees voted for.

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18. Bakery and Confectionery Workers International Union of America, Local 276, Edmonton.	MacDonalds Consolidated Ltd., Edmonton, Alberta.	Employees voted for.

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19. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Universal Construction Co. Ltd., Edmonton, Alberta.	Employees voted for.

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20. Operative Plasterers & Cement Masons International Association Local 924, Edmonton.	Poole Construction Co. Ltd., Edmonton, Alberta.	Employees voted for.

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21. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Dominion Construction Co. Ltd., Edmonton, Alberta.	Employees voted for.

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22. Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Christensen & MacDonald Ltd., Edmonton, Alberta.	Employees voted for.

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23.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Burns & Dutton (1962) Ltd., Edmonton, Alberta.	Employees voted for.

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24.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Bird Construction Co. Ltd., Edmonton, Alberta.	Employees voted for.

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25.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Smith Brothers & Wilson Ltd., Edmonton, Alberta.	Employees voted for.

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26.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Redden Construction Ltd., Edmonton, Alberta.	Employees voted for.

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27.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Narod Construction Ltd., Edmonton, Alberta.	Employees voted for.

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28.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Laing Construction & Equipment Ltd., Edmonton, Alberta.	Employees voted for.

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29.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Harsim Construction Ltd. Edmonton, Alberta.	Employees voted for.

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30.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Concrete & Masterplate Floors Ltd., Edmonton, Alberta.	Employees voted for.

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31.	Operative Plasterers & Cement Masons International Association, Local 924 Edmonton.	A. V. Carlson Construction Ltd., Edmonton, Alberta.	Employees voted for.

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32.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Buffalo Engineering Ltd., Edmonton, Alberta.	Employees voted for.

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33.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Arco Concrete Service Ltd., Edmonton, Alberta.	Employees voted for.

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34.	Operative Plasterers & Cement Masons International Association, Local 924, Edmonton.	Alta-West Construction Ltd., Edmonton, Alberta.	Employees voted for.

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35.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	Poole Construction Limited, Edmonton, Alberta.	Employees voted for.

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36.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	McCurdy Steel Ltd., Edmonton, Alberta.	Employees voted for.

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37.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	Burns & Dutton Construction (1962) Ltd., Edmonton, Alberta.	Employees voted for.

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38.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	Alsask Steel Ltd., Edmonton, Alberta.	Employees voted for.

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39.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	Alta-West Construction Ltd., Edmonton, Alberta.	Employees voted for.

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40.	International Association of Bridge, Structural & Ornamental Iron Workers, Local No. 720, Edmonton.	Progressive Steel Services Ltd., Edmonton, Alberta.	Employees voted for.

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41.	United Brotherhood of Carpenters & Joiners of America, Local Unions 1779 & 2103, Calgary, Alberta.	Larwill Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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42.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary, Alberta.	Jason Construction Ltd., Calgary, Alberta.	Employees voted for.

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43. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Hurst Constuction Co. Ltd., Calgary, Alberta.	Employees voted for.

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44. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Priddy Bros. Construction, Calgary, Alberta.	Employees voted for.

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45. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	C. J. Oliver Limited, Calgary, Alberta.	Employees voted for.

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46. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Bennett & White Alberta (1963) Ltd., Calgary, Alberta.	Employees voted for.

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47. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Boulder Construction Ltd., Calgary, Alberta.	Employees voted for.

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48. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Burns & Dutton Construction (1962) Ltd. Calgary, Alberta.	Employees voted for.

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49. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Hornstrom Brothers Construction Ltd., Calgary, Alberta.	Employees voted for.

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50. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Poole Construction Ltd., Calgary, Alberta.	Employees voted for.

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51. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Watson Construction Ltd., Calgary, Alberta.	Employees voted for.

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52.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Bayker Construction Ltd., Calgary, Alberta.	Employees voted for.

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53.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Bird Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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54.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Bond & Leitch (Calgary) Ltd., Calgary, Alberta.	Employees voted for.

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55.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Sam Hashman & Co. Ltd., Calgary, Alberta.	Employees voted for.

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56.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Dunford Construction Ltd., Calgary, Alberta.	Employees voted for.

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57.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103 Calgary.	Dominion Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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58.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Commonwealth Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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59.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Cascade Builders Limited, Calgary, Alberta.	Employees voted for.

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60.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	I. W. Campbell Construction Ltd., Calgary, Alberta.	Employees voted for.

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61.	United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary, Alberta.	Nodwell Bros. Ltd., Calgary, Alberta.	Employees voted for.

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62. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	N. Y. Construction Ltd., Calgary, Alberta.	Employees voted for.

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63. United Brotherhood of Carpenters and Joiners of America Local Unions 1779 & 2103, Calgary.	McTavish, McKay & Co. Ltd., Calgary, Alberta.	Employees voted for.

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64. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Oland Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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6 . United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Brunel Commercial Interiors Ltd., Calgary, Alberta.	Employees voted against.

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66. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Janin Western Construction Ltd., Calgary, Alberta.	Employees voted for.

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67. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	McLean Construction Ltd., Calgary, Alberta.	Employees voted against.

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68. United Brotherhood of Carpenters and Joiners of America, Local Unions 1779 & 2103, Calgary.	Laing Construction and Equipment Ltd., Calgary, Alberta.	Employees voted for.

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69. International Alliance of Theatrical Stage Employees & Moving Picture Machine Operators, Local 302, Calgary.	Famous Players Canadian Corporation, Calgary, Alberta.	Employees voted for.

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70. International Alliance of Theatrical Stage Employees & Moving Picture Machine Operators, Local 302, Calgary.	Barron Enterprises (Odeon Theatres), Calgary, Alberta.	Employees voted for.

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71. International Association of Cement Masons, Local 139, Calgary.	Dominion Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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72.	International Association of Cement Masons, Local 139, Calgary.	Burns ,& Dutton Construction (1962) Ltd., Calgary, Alberta.	Employees voted for.

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73.	International Association of Cement Masons, Local 139, Calgary.	Oland Construction Co. Ltd., Calgary, Alberta.	Employees voted for.

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74	International Association of Cement Masons, Local 139, Calgary.	I. W. Campbell Construction, Calgary, Alberta.	Employees voted for.

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75.	International Association of Cement Masons, Local 139, Calgary.	Poole Construction Ltd., Calgary, Alberta.	Employees voted for.

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76.	International Association of Cement Masons, Local 139, Calgary.	C. J. Oliver Limited, Calgary, Alberta.	Employees voted for.

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77.	International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, Local 146, Edmonton.	Black, Sivalls & Bryson Limited, Edmonton, Alberta.	Employees voted for.

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78.	Retail, Wholesale & Department Store Union, Local 980, Calgary.	Alberta-National Drug Company Limited, Calgary, Alberta.	Employees voted for.

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79.	Oil, Chemical & Atomic Workers, International Union, Local 9-666, Edmonton.	Uniroyal Limited , Clover Bar, Alberta.	Employees voted for.

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80.	International Woodworkers of America, Local Union No. 1-206, Blairmore.	Crestbrook Forest Industries Ltd., Plywood Division, Fort Macleod, Alberta.	Employees voted for.

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THE ALBERTA LABOUR ACT

TRANSFER OF JURISDICTION

I S S U E D

OCTOBER 1st 1968 TO DECEMBER 31st, 1968

1. United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 496, Calgary, Alberta, and N. Turner and Son Ltd., Medicine Hat, Alberta.

   Above Local Union substituted for: United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union No. 780, Lethbridge, Alberta.

   Certificate Number 101 - 62 Amended November 21, 1968.

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